

**State Sunshine Collective Bargaining Proposals  
For Inclusion in the Agreement with the  
Professional Engineers in California Government (PECG)  
Professional Engineers  
Bargaining Unit 9**

**General**

In recognition of the Governor's proposed 2008/09 budget and the State's existing and projected fiscal deficit, the State desires to negotiate contract provisions that are fiscally responsible and that will achieve improved efficiencies within State government. The State is especially interested in any concept that reduces employer costs or achieves fiscal savings to the State.

The employer recognizes that the Unit 9 contract expires in its entirety as of July 2, 2008, and is prepared to negotiate any and all provisions of such contract for inclusion in a successor agreement. Further, the employer will consider any issue that is arguably within scope for inclusion in a successor contract. Specifically, the State is willing to meet and confer in good faith with the union on the following subjects:

Article 1 – Recognition and Purpose

Article 2 – Term

Article 3 – Salaries and Compensation

Article 4 – Health and Welfare

Article 5 – Leaves

Article 6 – Classifications

Article 7 – Allowances and Reimbursements

Article 8 – Hours of Work and Overtime

Article 9 – Holidays

Article 10 – Insurance

Article 11 – Retirement

Article 12 – Grievance Procedure

Article 13 – Layoff and Reemployment

Article 14 – Home Addresses

Article 15 – Personnel Activities

Article 16 – Health and Safety

Article 17 – State Rights

Article 18 – Representation

Article 19 – Entire Agreement and Supersession

Article 20 – Savings Clause

Article 21 – No-Strike Clause

Article 22 – Training

Article 23 – State-Owned Housing Rental and Utility Rates

Article 24 – Contracting Out

Article 25 – On-Call / Standby Time

Side Letter 1 – Associate Transportation Engineer, Caltrans

Side Letter 10 – Survivor Benefits

Side Letter 12 – Work and Family Issues The State proposes to delete this side letter as obsolete.

Side Letter 15 – Cal EPA Relocation Agreement

### **Specific Proposals**

The state will propose major changes to those contract provisions that provide for automatic formula-driven compensation adjustments. The State employer is particularly interested in negotiating compensation provisions that are in keeping with the state's workforce needs and which are reflective of the labor market.

The State may make additional specific proposals or counter-proposals in any of the enumerated subject areas as issues arise during the course of bargaining.